

Benefits

Exempt

Union Code	Exempt
Representation	Non-Represented
Contract Date	2008-2011
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$	\$230.00
Medical Premium Subsidy (MPS)	Employee Only \$ 0.00
	Employee + 1 \$122.23
	Employee + 2 \$252.64
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Before 7/9/05 \$161.54
	After 7/9/05 \$40.00
Medical Waive	Before 7/9/05 \$230.00
	After 7/9/05 \$40.00
Vision	Employer Paid for Employee & Dependents
Life Insurance - Employer Paid	\$50,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Variable Group Universal Life County Contribution	Group A – 100% of 1x Annual Salary
	Group B – 50% of 1x Annual Salary
	Group C – 25% of 1x Annual Salary
	Group D – 25% of 1x Annual Salary
Leaves	
Vacation	80-160 Hours/Year
Sick	3.69 Hours/Pay Period
Holiday	13 + Floating
Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Perfect Attendance (Groups C and D)	16 Hours of Perfect Attendance Leave
Administrative	80 Hours (Cash-Out Option)
Retirement	
Retirement 7% County Contribution	Eligible, plus: Group A \$442.53/PP
	Group B \$236.41/PP
	Group C \$152.17/PP
	Group D \$94.67/PP
457	Eligible, plus 1 for 1 Match up to : 1% - Groups A & B Eligible, plus .5 for 1 Match up to : .5% - Groups C & D
401k	Eligible, plus 2 for 1 Match up to : 4% - Group A, B, & C; 3% - Group D

Other	
Short Term Disability	Eligible; 55% up to \$1,408/Week
Long Term Disability	Eligible; 60% up to \$10,000/Month
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$10 - \$100/PP Maximum Employee Contribution; plus: Up to \$40/PP County Match
Retirement Medical Trust Fund	5-9 years = 1% of bi-weekly salary 10-15 years = 1.75% bi-weekly salary 16 or more years = 2.75% bi-weekly salary
Annual Tuition Reimbursement	\$1,000 per Employee
Healthy Lifestyle Program	Health Club Membership Up To \$324/Yr And Annual Physical Exam
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses

The County may give you **Benefit Plan Dollars and/or Premium Subsidies** to help off-set the cost for your medical premiums

Example #1: A County Counsel Paralegal (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only Coverage:

\$194.98 (combined cost of premiums)
 - \$230.00 (Benefit Plan Dollars)
 - \$ 0.00 (dental premium subsidy)
\$ 35.02 (Earnable Compensation)

Example #2: An Undersheriff (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage:

\$655.48 (combined cost of premiums)
 - \$230.00 (Benefit Plan Dollars)
 - \$252.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$163.38 (out-of-pocket cost)

Example #3: The County Surveyor (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

\$563.35 (combined cost of premiums)
 - \$230.00 (Benefit Plan Dollars)
 - \$252.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 71.25 (out-of-pocket cost)

Example #4: The Chief Probation Officer elects the Health Net HMO and Delta Dental PPO plans with Employee + 1.

\$436.79 (combined cost of premiums)
 - \$230.00 (Benefit Plan Dollars)
 - \$122.23 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 75.10 (out-of-pocket cost)